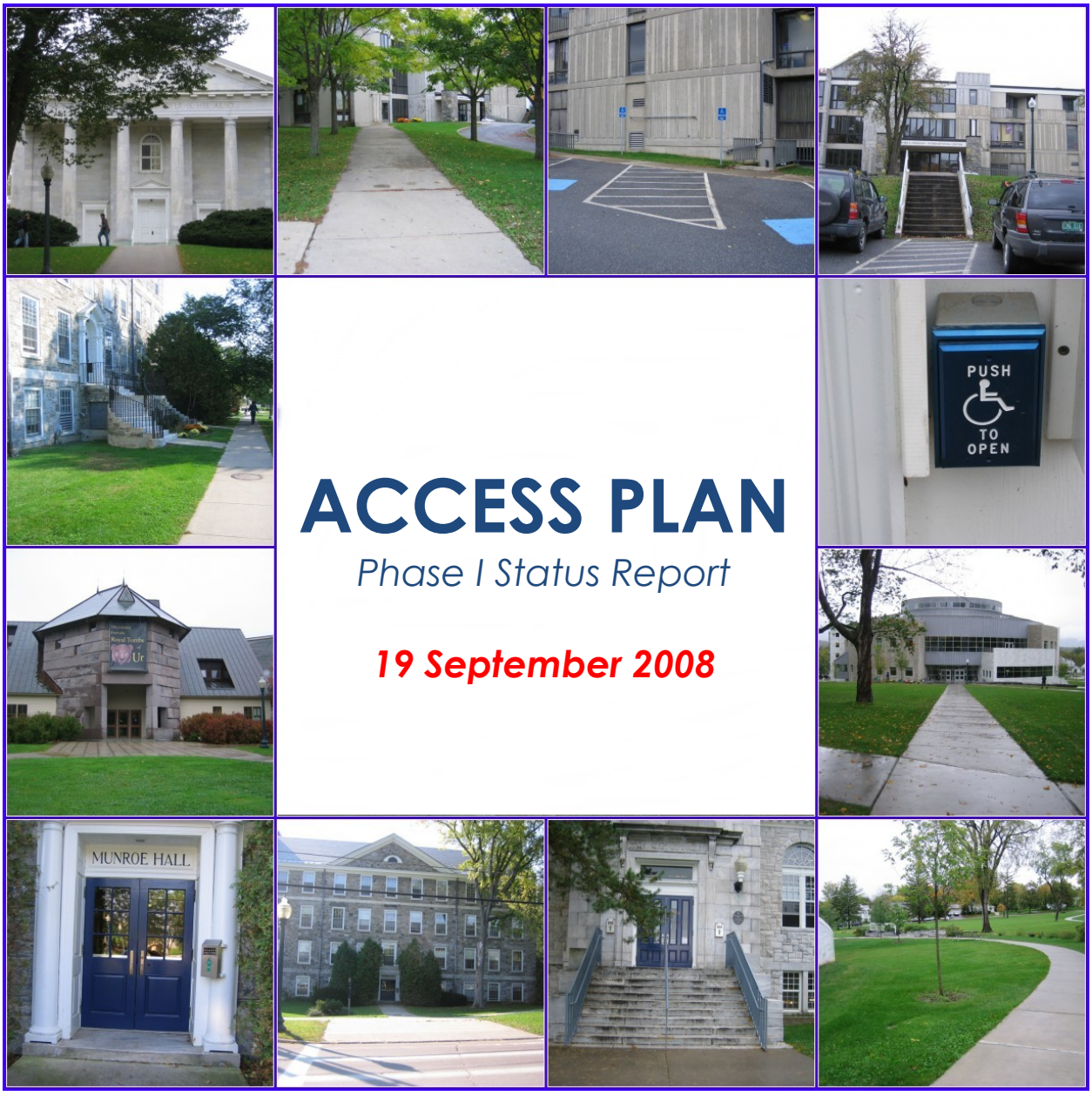
Middlebury



ACCESS PLAN

Phase I Status Report

19 September 2008

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MIDDLEBURY COLLEGE ACCESS PLAN

Phase I Status Report

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19 September 2008

MIDDLEBURY COLLEGE

Access Plan: Phase I Status Report

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I INTRODUCTION

September 2008

The 1973 *Rehabilitation Act* and the 1990 *Americans with Disabilities Act* are civil rights laws that prohibit discrimination based on disability. They address employment, transportation, programs and services, design and construction, and effective communication. The federal government conducts investigations to ensure compliance with their statutory and regulatory requirements.

To ensure the campus' accessibility and to limit the risk of complaint, in May 2008, the Middlebury College Trustees asked the College to develop an *Access Plan*. When complete, the *Middlebury Access Plan* will include a 10-year architectural barrier removal plan and recommendations for access improvements for parking, transportation, public events, employment, emergency evacuation, communications, and academic services.

In response to the Buildings and Grounds Committee of the Board of Trustees an Access Committee was appointed with representatives from a wide range of faculty, staff, and students, managed by Facilities Services.

- Jennifer Bleich, Project Manager, Office of Facilities Services
- Lisa Boudah, Associate Dean of the College, Director of Public Safety
- Maria Chauncy Bryant '09
- Laura Carotenuto, Manager of Employee Relations
- Molly Costanza-Robinson, Assistant Professor of Chemistry
- Elizabeth Karnes Keefe, Assistant Dean of Language Schools
- Jodi Litchfield, ADA Coordinator, Dean of Student Affairs Office
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- Shirley Ramirez, Vice President for Institutional Planning and Diversity
- Courtney Tabor '09

The Committee began by reviewing the results and recommendations of the 2008 Master Plan's accessibility initiative. They also reviewed a document summarizing the lessons learned from ADA and 504 settlement agreements with other colleges and universities. In a three-phase process that started in May 2008, the Committee will:

- Document all of the College's current access policies and protocols
- Assess compliance of current facilities, policies, and procedures
- Recommend management and policy modifications to strengthen current service delivery
- Develop priorities and budget recommendations for barrier removal

The Access Plan's three-phase process is expected to take approximately 18 months to complete. Full implementation of accessibility is expected to happen over 10-12 years.

This document summarizes the results of Phase I of the Access Committee's work, and includes a binder of all current Middlebury College access policies and protocols. Phase I has progressed in the following areas:

1. **Vision Statement:** Puts forth a clear vision for *A Universally Accessible Middlebury College*.
2. **Employment Accommodation**: Recommends a detailed assessment of current practices to ensure compliance with all legal obligations and to enhance coordination and confidence among faculty and staff.
3. **Accessible Parking:** Recommends relocating some accessible spaces closer to building entrances and clarifying protocols for obtaining accessible parking permits.
4. **Accessible Campus Transportation**: Recommends options to make on-demand rides more reliable.
5. **Emergency Plans for People with Disabilities:** Proposes a process to enhance current evacuation policies to ensure safe egress for people with disabilities.
6. **Architectural Barrier Removal Priorities:** Prioritizes the facilities requiring architectural barrier removal over 10 years based on criteria considering use, users, uniqueness, and planned alterations.
7. **Architectural Barrier Removal Criteria:** Establishes two sets of barrier removal criteria. One set of criteria is used for facilities that were constructed or altered since 1992; and a second set of criteria is used for older facilities that pre-date the ADA.
8. **Facility Access Summary:** Applying the criteria to comply with ADA and 504 (#7), estimates barrier removal from the Library, Sunderland, and Kelly/Lang could cost between $754,000 - $994,000.
9. **Training:** Recommends campus-wide training in ADA/504 rights and responsibilities for faculty and staff, with specific skill-enhancement training for select positions in Facilities Services, Human Resources, Public Safety, and administrators of public venues.

Phase II of the project will continue to advance the areas above, and begin developing recommendations for an integrated disabilities services management system that ensures ongoing progress, monitoring, and reporting of access policies and barrier removal progress. In Phase II barrier removal plans and budget estimates will be developed for all facilities prioritized for access improvements in the first four years of the *Access Plan's* implementation. In

addition, Middlebury Facilities Services staff will be trained to conduct 'access audits' of the remaining campus facilities.

The third phase will include thorough assessments and improvements, as needed, in employment accommodations, confidentiality assurances, and grievance procedures. Facilities Services will complete access audits and budget estimates for barrier removal from facilities prioritized for work in years 5-10 of the *Access Plan*. The *Middlebury Access Plan* will be completed and presented for review by senior management and approval by the Board of Trustees in October 2009.

II VISION: *A Universally Accessible Middlebury College*

September 2008

Universal Access reflects a combination of architectural access as well as policies, procedures, and attitudes that value a diversity of ages, physical abilities, and learning styles. *The Middlebury Access Plan* will:

- Serve as a **guiding concept** for all aspects of College operations.
- **Intersect** thoughtfully with other campus-wide initiatives.
- Recognize access as a federal, **civil right**.
- Define **equal access** as independent access for people of all ages and abilities.
- **Recognize the challenges** inherent in the College's topography, weather conditions, and 12-month curriculum.
- Define an ongoing role for the Access Plan Committee and '**user-experts**'.
- Make universal access an actively shared **community concern** by promoting:
  - **Training** for disability awareness, rights and responsibilities, and accommodation protocols for employees, students, and visitors
  - **Design** management protocols to ensure campus planning, design, construction, and maintenance that meet state and federal standards and promote equal access.
- Include a detailed, prioritized **implementation plan**.
- Include a long-term commitment of administrative and financial **resources**.
- Integrate ongoing **administrative methods** allowing the plan to be monitored and evolve in response to new challenges, resources, and technologies.

III EMPLOYMENT ACCOMMODATION

September 2008

Middlebury College, as a private entity providing public accommodations, is subject to the employment provisions of Title I of the *Americans with Disabilities Act* of 1990 (ADA) which prohibits job discrimination against qualified individuals with disabilities by employers with 15 or more employees. Additionally, because the College receives federal government contracts/subcontracts in excess of $10,000, it is also subject to compliance obligations under Section 503 of the Rehabilitation Act of 1973 (503). This section which requires Middlebury College to take affirmative action to employ and advance qualified individuals with disabilities.

The Office of Federal Contract Compliance Programs (OFCCP) enforces both Section 503 and Title I of the ADA, although the Equal Employment Opportunity Commission (EEOC) has primary authority for enforcing the Title I of the ADA.

Initial conversations with College personnel and a review of compliance information posted on the College's website reveal the current approach to disability compliance implementation in general, as well as its specific protocols for providing accommodations to employees with disabilities is decentralized.

A preliminary assessment of Middlebury College's decentralized practices and procedures concerning disability-related compliance revealed the following general areas that, pending additional discussions with Middlebury College Human Resources personnel, may indicate a need for further study.

1. **Confusion regarding legal mandates and the College's policies, practices and procedures.** In particular, obligations under 503 of the Rehabilitation Act of 1973, include but are not limited to, the following:

    - Equal Opportunity Policy
    - Nondiscrimination Policy
    - Affirmative Action Program
    - Confidentiality Policy
    - Self-Identification Procedure
    - Reasonable Accommodation Process Procedure

- Discrimination Grievance Procedure

2. **Sharing of disability resources College-wide.** The decentralized approach to disability services has had the effect of minimizing coordination and sharing of resources available among several departments.

3. **Current or potential organizational confusion** or inefficiency regarding the most prudent method(s) to ensure consistent and credible disability service delivery to employees with impairments and disabilities.

4. **Internal inconsistencies in interpretation.** Preliminary interviews with select College staff responsible for ADA/503 implementation and reviews of selective documentation including College's website(s) indicate possible internal differences of opinions regarding the proper methods to employ and manage the College's employment disability obligations.

These issues are common in colleges that have not adopted and implemented a comprehensive, integrated disability management system. In the current climate where governmental agencies are auditing and investigating ADA/503 compliance at private colleges and universities, it is important to review, strengthen, and coordinate disability-related protocols, benefits, and grievance procedures. This will both enhance the College's risk management as well as its student and employee diversity.

KMA recommends working with Human Resources to develop a comprehensive assessment of the current structure and protocols for disability-related employee accommodations. This will yield specific recommendations for integrating HR policies and protocols with those being developed by other College departments.

IV Accessible Parking

September 2008

Interviews during the master planning process found that people with disabilities rely on their cars to get around campus. Most people with disabilities at Middlebury have invisible disabilities that significantly impact their ability to walk long distances. Distance, more than slope, is the biggest issue for accessing campus programs and facilities.

Middlebury College currently provides accessible parking and has two types of accessible parking permits the can be requested by students and employees. Informal interviews during the master planning process identified six problems with the current process:

1. Although there is an adequate number of accessible parking places, most are not located close enough to campus facility entrances to be useful.

2. Limited access roads decrease the ability of people with disabilities to park close to the campus facilities they use.

3. The process for obtaining an accessible parking permit is not clear, and not consistently implemented.

4. Medical information revealed during the qualification process is not always kept confidential.

5. Enforcement is not consistent; and tickets issued improperly are difficult to resolve.

6. Confusion exists among permanent and temporary permits, as well as competition for student and faculty spaces.

The Department of Public Safety, in cooperation with HR, Facilities Services, and the ADA Office, has developed a clear approach to address these problems.

THREE TYPES OF PERMITS

- **Middlebury Permits** – for all faculty, staff and students.
- **Access Permits** – for people with long-term/permanent disabilities.
- **Temporary F/S Permits** – for people with short term medical issues.

THREE TYPES OF PARKING SPACES

- **Standard Middlebury Spaces:** All students/faculty/staff/visitors parking on campus.

- **Accessible Spaces** : For people with state-issued HP plates/placards and/or access permit from Middlebury. These are intended for people with long term/permanent disabilities.

- **Special F/S Permit Required:** These are for people with temporary disabilities or other special conditions, as established by the College. Students with **F/S** permits will be allowed to park in accessible or faculty spaces. Employees will be provided with a temporary **F/S** parking space, as needed, in the location(s) as close as possible to the facilities they access. These will be provided on a temporary basis, as needed, using movable signs developed on campus.

CLARIFIED APPROACH TO ACCESSIBLE PARKING

1. Develop written protocols and criteria to provide accessible parking for three constituents:

   a. Students
   b. Faculty/Staff
   c. Visitors

2. Develop written criteria for two types of permits: accessible and temporary ('F/S') parking permits.
3. Identify specific contacts for permit requests:

Office	Contact	Permitee
HR	Laura Carotenuto	Faculty & Staff
ADA Office	Jodi Litchfield	Students with Disabilities
Health Center	Mark Peluso	Students with Temporary Medical Issues

4. HR, ADA, Office and Health Center staff will develop written protocols to administer the qualification process and review requests

5. The Public Safety Office will issue accessible/temporary access permits to people qualified through any of these offices and to people with valid, state-issued HP plates/placards.

6. Develop written protocols similar to those required by the Vermont Department of Motor Vehicles for necessary information:

   a. Documentation of disability
   b. Permanent or temporary (timeframe)
   c. Specific accommodation requested

d. Copy of a state-issued HP plate or placard, where applicable.

RECOMMENDATIONS

KMA recommends that Middlebury's Public Safety Office identify a contact person to work with HR, Facilities Services, and the ADA Office to:

- Confirm the contact person(s) for students, faculty, staff, and visitors.
- Develop clear, written protocols for assigning accessible and temporary parking permits. (Public Safety/ADA/Facilities Services).
- Develop application protocols and forms for each permit type. (Public Safety/ADA/Facilities Services). These should include:
  - Confidentiality guidelines ('need-to-know')
  - Criteria for approval/denial of requests
- Develop a written grievance procedure that is handled without conflict of interest.
- Post protocols, criteria, and all necessary forms on www.middlebury.edu. Maintain links from HR, ADA Office, and Public Safety.
  - Train administrators – Deans, ADA Office, HR, Public Safety, etc. – in all protocols and criteria. This should include the policies, protocols, grievance procedure, and critical importance of formal and informal confidentiality measures. Develop a plan for:
  - Additional accessible and temporary access parking spaces that are close to facility entrances, as shown on the attached campus parking map.
  - Collapsible bollards (or other methods) for 'limited access roads' so that people with disabilities can park and/or be dropped off close to facilities located on these roads.
- Develop a Temporary Access Permit ("RESERVED") that is clearly recognizable by Public Safety Enforcement personnel.
- Develop movable Temporary Access Parking signs.
- Monitor use of **F/S** spaces to minimize conflict between people with temporary disabilities and faculty/staff.
- Update training Public Safety Officers in accessible parking policies/enforcement.
- Post all parking protocols and policies on www.middlebury.edu by 1 January 2009.

SLOPE

Entrance/Parking
Require Additional Study

Acc. Parking Required

Limited Access Road
Requiring Retractable Bollards

Existing Accessible Parking

V ACCESSIBLE CAMPUS TRANSPORTATION

September 2008

The Public Safety Office of Middlebury College provides three on-demand, accessible transportation services.

1. **Medical Transportation.** This service provides transportation, as needed, for students with permanent or temporary disabilities to medical appointments on-and-off campus.

2. **Campus Transportation.** This service is available among all campus facilities to Middlebury College Community members with permanent or temporary disabilities.

3. **Midd Rides.** Midd Rides is a student-operated, evening transportation service available to take Middlebury College community members around campus and to Frog Hollow in Middlebury. It operates each night during the academic year when classes are in session.

Interviews with people with disabilities during the master planning process indicated that each of these transportation services is a valuable component of accessible campus transportation. However, there were several problems with reliability and confidentiality.

- **Confusion About Process:** The process for being approved to use the on-demand service is unclear.

- **Reliability:** The medical and campus transportation are operated by Public Safety Officers who are also responsible for responding to campus emergencies. This dual responsibility makes these rides unreliable because emergencies must take precedence over accessible transportation.

- **Limited Hours:** Midd Rides offers limited availability (academic year, nights only).

- **Lift & Tie-Down Reliability:** Although students are trained in Midd Rides van lift operations, the wheelchair users are not confident of their use of the tie-down capacity of the vans.

- **Pick Up/Drop Off Locations:** In some cases the person with a disability has to walk quite a distance to be picked up/dropped off, often because of limited access roads. Drivers will not always assist a person to/from the door.

- **Confidentiality:** Dispatchers and drivers sometimes ask for inappropriate medical information and/or refuse rides because someone does not 'look disabled.' This limits people's willingness to use the service.

These concerns, when taken together, limit the efficacy of the available accessible campus transportation services. When a service is not reliable – for any of a number of reasons – it is not a viable option for people who are conforming to academic and business schedules. Since the vast majority of people with disabilities on campus have 'invisible disabilities,' the issues of confidentiality are particularly important.

The most difficult issue to overcome is the priority that emergency response must take over on-demand accessible transportation. The Department of Public Safety cannot improve reliability of the on-demand services without additional personnel. Adding full time staff would not be efficient because the need is intermittent. Additional personnel could come from a variety of sources:

- Additional Public Safety personnel with job responsibilities that allow on-demand transportation response to be prioritized.
- Availability of personnel from other department(s) to provide on-demand rides when Public Safety is diverted for an emergency.
- Contract with a local transportation provider, as needed.
- Schedules for students/employees who need regular transportation support at predictable times.
- Availability of ATVs for on-campus use by students/employees for who distance is an issue (and where parking is a problem).
- Coordination with Addison County Transit Resources for paratransit assistance or possible contract services.

The Public Safety Office will review statistics for on-call accessible transportation and talk with the Addison County Transit Resources about how it might help address this need on campus.

VI Emergency Evacuation Procedures for People with Disabilities

September 2008

An emergency evacuation plan for people with disabilities typically includes:

- *General emergency evacuation procedures* with specific procedures for people with disabilities.
- *Written plans for people with known disabilities* who have self-identified
- *Protocols for visitors or other people with disabilities* who have not self-identified
- *Students/Faculty/Staff*
    - Emergency contact information
    - Audible & visual information sources
    - Emergency medical supplies
    - Schedules on file with Public Safety
    - System of volunteer assistants
- *Facilities*
    - Floor monitors
    - Volunteer assistants
    - Areas of rescue assistance/refuge
    - Signage identifying areas of rescue assistance/refuge
    - Clearly marked egress routes
    - Gathering points
    - Audible & visual alarms
    - Evacuation chairs
    - Emergency telephones
    - Regular emergency drills
- *Alternative methods of contacting Public Safety* in an emergency.
- *Coordination of campus plan with municipal first responders*
- *Training* for volunteers, monitors, Public Safety, and others involved in any aspect of evacuation protocols.
- *Administrative methods* for regular evaluation, updates, drills, and training.

Developing a comprehensive plan for the entire campus is a substantial undertaking. KMA recommends the following steps:

I Prototype Development (Year 1)

- Review/develop self-identification process and protocols – students, faculty, and staff.
- Review existing emergency contact and communication strategies.
- Develop plan for three sample facilities – dormitory, academic/administrative, and public venue.
- Develop and implement training for people with disabilities, volunteers, Public Safety, and administrators.
- Conduct drill in each facility.

- Review and revise plan as needed.
- Develop "train-the-trainers" package for additional facilities/individuals.
- Develop administrative methods to ensure updates each semester, each new individual with a disability, and each new/renovated facility.

II Expanded Procedures (Year 2)

- Expand these procedures into several additional facilities.
- Conduct training.
- Conduct drills in these facilities and the prototypes.
- Review and revise plans as needed.

III Campus-Wide Emergency Evacuation Plan Deployment (Year 3)

Expand the procedures campus wide, to include all facilities and administrative methods and ensure regular updates, training, and drills.

VII EFFECTIVE COMMUNICATION (Phase II)

September 2008

Effective communication assessment and recommendations will be reviewed in Phase II of the Access Plan development process.

VIII ARCHITECTURAL BARRIER REMOVAL PRIORITIES

September 2008

The Middlebury Access Committee considered the results of two methods for establishing priorities for architectural barrier removal from campus facilities. To plan for this barrier removal, some buildings needed urgent barrier removal, and others were substantially accessible and had little public use.

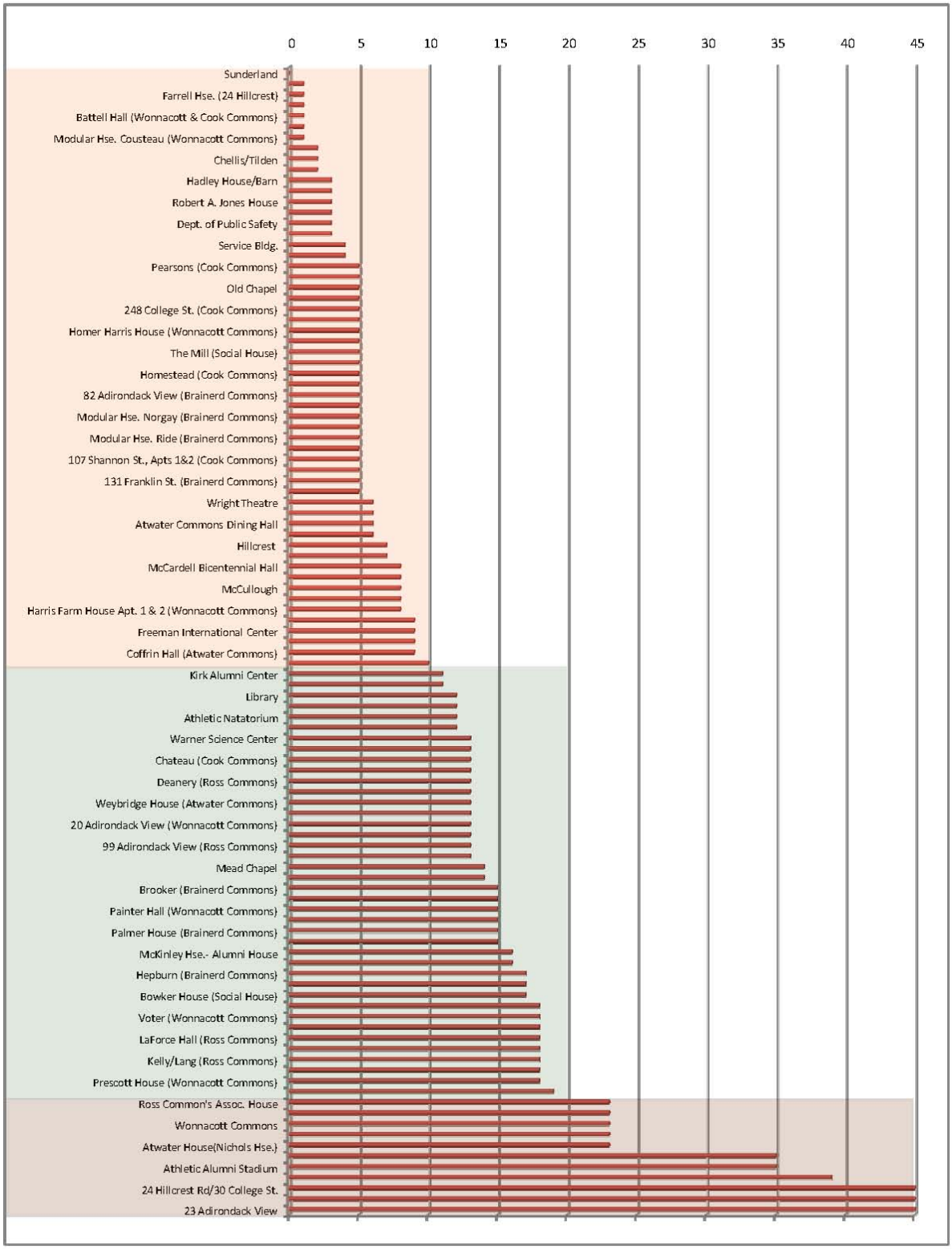
The first method used to establish priorities was described as the qualitative or 'gut' approach. The College's ADA Coordinator reviewed the list of campus facilities and assigned each facility to one of four categories. These categories do *not* reflect the size of the problem, but rather the *urgency* for barrier removal. Facilities were fairly evenly divided among categories from 1 (most urgent) to 4 (little or no need for barrier removal).

The second method used a quantitative approach, rating facilities based on the following criteria:

- Current level of accessibility (substantially accessible – not accessible)
- Use (classroom, dormitory, athletic, etc.)
- Users (faculty, administration, students, visitors)
- Frequency of Use (high – low)
- Uniqueness (could programs be relocated, if needed, to an accessible facility)

Comparing the results of each method, about 40% of the facilities were rated in a similar level of urgency, 40 % diverged somewhat, and the remaining 20% were significantly different. (See comparison summary on next page.)

Working with this information, the committee made its final recommendations about prioritizing facilities for barrier removal based primarily on the quantitative ratings, with some qualitative input based on committee members' understanding of summer use, problems experienced by people with disabilities, planned alterations, and other organizational input. Those requiring minor to moderate work to achieve accessibility were separated from those that might require more substantial interventions. Dormitories were considered separately, as it is important to consider a variety of choices for students among different Commons and special interest houses.



Two methods provide similar results

Two methods provide somewhat similar results

Two methods provide divergent results

The chart on the following page shows the committee's final recommendations for barrier removal from campus facilities over the next 10 years. In Phase II, budget estimates will be developed for barrier removal from the first 30 facilities.

MIDDLEBURY ACCESS PLAN
Facilities Prioritized for ADA Barrier Removal

September 2008

	Priority 1	Priority 2	Priority 3	Priority 4	Priority 5	Priority 6	Priority 7	Priority 8	Priority 9	Priority 10
Low Cost	Wright Theater Johnson Memorial Building Kirk Alumni Center Emma Willard McCullough Proctor Hall	Warner Science Center Mead Chapel	Sunderland	McKinley House Twilight Hall	Accessible Pathways	Munford House Accessible Pathways	Accessible Pathways	Athletic Alumni Stadium Accessible Pathways	Farrell Hse Hesselgrave Hse. Freeman Intrntnl Cntr Bowker Barn/Office Bldg Chellis/Tilden	The Bubble 23 Adirondack View Centeno Harris Farm House Apt. 1 & 2 Charles P. Scott Center 236 College St. Dept. of Public Safety Carr Hall Robert A. Jones House Recycling Center
Capital Cost	Natatorium Library Athletics Complex Parking Meeker House Curb Ramps Detectable Warnings	Kenyon Arena Munroe	President's House Service Building	Center for the Arts Hadley House/Barn McCardell Bicentennial Hall						
Dormitories	Battell (C&W) Forest (C)	Coffrin (A) Starr Hall (W)	Stewart (B) Painter (W)	Allen (A) Pearsons (C)	Gifford (W) Hepburn (B) Le Chateau (A) Voter (W)	Brackett (SH) Brooker (B) Palmer(B) Prescott (W)	Atwater Hall A (A) Atwater Hall B (A) Hadley (R) Kelly (R) Lang (R) LaForce Hall (R) Milliken (R) Ross Tower Apts. (R)	108 South Main St (W)(Chinese House) 131 Franklin St (B)(Arabic House) 20 Adirondack View (W) (Japanese House) 242 College Street (B) (Portugese House) 51 Franklin St (A) (French House) 70 Hillcrest Rd (B) (Queer Studies House) 97 Adirondack View (C) (PALANA House) 99 Adirondack View (R) (Russian House) Deanery (R) (German House) Longwell ((C) Italian House) Perkins (B) (Spanish House) Weybridge House (Environmental House) Atwater Commons House (275 Weybridge St) Brainerd Commons House (132 Blinn Lane) Cook Commons House (46 South St) Ross Commons House (26 Blinn Ln) Wonnacott Commons House (115 Franklin St)	Bowker House (SH) Sperry House (91 Franklin) (W) Norgay (B) Peary (B) Ride (B) Cousteau (W) Earhart (W) Turner (W) Porter (C) Jewett (B) Homestead (C)	33 Adirondack View (W) 82 Adirondack View (B) Harris Farm House (W) Homer Harris House (W) KDR (SH) The Mill (SH) Fletcher (C) 107 Shannon Street (C) 248 College Street (C) 637 College Street (C)

(A) Atwater Commons
(B) Brainerd Commons
(C) Cook Commons

(SH) Social Houses
(R) Ross Commons
(W) Wonnocott Commons

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IX ARCHITECTURAL BARRIER REMOVAL CRITERIA

September 2008

Both the ADA and Section 504 of the Rehabilitation Act (504) have requirements for pro-active, architectural barrier removal from existing facilities. They also have minimum standards for design and construction of new facilities and alterations. The minimum standards for the two laws are substantially the same. However, barrier removal requirements for pre-existing facilities are somewhat different. Following is a discussion of proposed criteria that Middlebury College can use to plan for barrier removal from its campus facilities to ensure compliance with both the ADA and 504.

EXISTING FACILITIES

There are two standards that must be applied to planning architectural barrier removal from buildings that were constructed prior to the ADA. Both of these standards must be applied when planning campus accessibility.

ADA Readily Achievable Barrier Removal

Where a facility was built before 1992, and has had no significant renovations, the ADA requires architectural barrier removal of only those elements whose removal is 'readily achievable,' i.e. can be accomplished 'without much difficulty or expense.'

504 Barrier Removal to Provide Access to Programs and Services

504 requires barrier removal to ensure access to programs and services that cannot be relocated to accessible locations. This requirement is limited only where the owner can show that removing the barriers would be an 'undue burden.'

By combining these barrier removal mandates, KMA recommends the following criteria for planning architectural barrier removal from facilities built before 1992.

1) No-Cost Barrier Removal, such as:
   a. Adjust door closers to require less pressure to operate.
   b. Relocate furnishings outside clear maneuvering/floor spaces.
   c. Written protocols/signs about assistive listening devices/building or department.

2) Entrances
   a. At least one entrance will be made accessible.

b. Additional entrances will be made accessible, where possible, especially in larger facilities and where facilities are approached from more than one direction.
c. Ambulatory access improvements – automatic door openers, handrails, hardware – will be included at other entrances.

3) Signage
   a. To identify accessible elements (pathways, entrances, toilets, etc.) when not all are accessible.
   b. To identify where accessible routes diverge from routes for the general public.

4) Toilets
   a. At least one/bldg
   b. Additional accessible toilets in larger facilities
   c. Improve those identified as accessible

5) Elements affecting life safety will be modified.
   a. Protruding objects
   b. Thresholds
   c. Alarms
   d. Emergency phones

6) Low-cost/high volume (door hardware, etc.) items will be addressed on a campus-wide or building-by-building basis, focusing on hi-volume/public areas first.

7) Barriers will be removed to minimize the need for "user requests."

8) Functional (but not code compliant) items will remain. Following is a representative list of conditions which could be considered 'functional' for most people with disabilities, although not fully compliant with new construction standards.
   a. Door widths (30"-32" clear opening)
   b. Door weights (5# interior; 15# exterior)
   c. Toilet locations (centerline is 16" – 19" from the nearest wall)
   d. Clear maneuvering/floor space (2" +/-)
   e. Ramp or walkway slopes (10% max. for ramp; 6% max. walkway; 3% max. cross-slope. All ramps and short walkways will be considered 'on average', unless slopes vary widely.)
   f. Threshold (¾" max, beveled)
   g. People with disabilities should confirm functionality of 'functional-but-non-compliant' conditions before finalizing the plan for each facility.

9) All barriers will be removed when necessary to access programs/services that cannot be relocated.

New Construction and Alterations

Since 1992 all alterations and new construction of campus facilities are required to be 'readily accessible to and usable by people with disabilities.' Complying with the *ADA Accessibility Guidelines* (ADAAG) is evidence of compliance with this statutory requirement.

Many of Middlebury College's facilities have been altered or constructed since 1992, and access improvements have been included in all of them. However, based on the access audits of 29 representative facilities as part of the Master Planning process, it is clear that construction is not fully compliant with these minimum standards. As a result, certain conditions should be mitigated to improve access in newly constructed and altered facilities. The following criteria will be used to determine which conditions to modify:

1) Functional (but not code compliant) conditions will remain:
   a. Door Widths (30"-32" clear opening)
   b. Door Weights (5# interior; 15# exterior)
   c. Toilet locations (centerline is16" – 18.5" from the nearest wall)
   d. Clear maneuvering/floor space (2" +/-)
   e. Ramp or walkway slopes (10% max. for ramp; 6% max. walkway; 3% max. cross-slope. All ramps and short walkways will be considered 'on average', unless slopes vary widely.)

   People with disabilities should confirm functionality of 'functional-but-non-compliant' conditions before finalizing the plan for each facility.

2) Conditions that meet the 'new' (2004) ADAAG (although they may not meet the current, enforceable standards).

X ARCHITECTURAL BARRIER REMOVAL: 3 Sample Facilities

September 2008

Barrier removal criteria were tested in three campus facilities representing new construction (Middlebury Library), alterations (Kelly/Lang Complex), and a building built prior to the ADA (Sunderland Language Center). The construction cost estimate for full barrier removal for these three facilities is $1,066,241. The estimate for barrier removal that would meet the requirements of the ADA and Section 504 of the Rehabilitation Act is between $754,000 - $994,000.[1]

Library	$175,000 - $255,000
Kelly/Lang Complex	$59,000 - $219,000
Sunderland Language Center	$520,000
	$754,000 - $994,000

Half of these costs could be avoided in the future with targeted design and construction management protocols that prevent compliance errors in alterations and new construction.

The access audits for these facilities are found in the Appendix to this report.

[1] *The budget estimate for Sunderland could be substantially less, depending on actual costs to modify (v. replace) the existing elevator.*

XI TRAINING

September 2008

Several training needs have emerged as access policies and issues are discussed. These include:

TOPIC	**AUDIENCE**
• ADA/504 Boot Camp and Middlebury College's Universal Access Plan	Senior Administrators Open Meeting to Campus Community
• Disability Awareness and Etiquette	Deans, Public Venue Administrators, Public Safety Officers, Admissions
• Architectural Barrier Removal Requirements and Project Management Protocols	Facilities Services Project Managers and Administrators
• ADA Rights & Responsibilities	Faculty and Staff
• Confidentiality and Need-To-Know	Accommodation Implementers – Public Safety, HR, ADA, Health Center, ADA Cmte, Grievance Cmte

These training initiatives will be developed in Phase III of the Universal Access Planning Committee's work.

XII DISABILITY MANAGEMENT ADMINISTRATION (Phase II)

September 2008

The College's disability management and administration will be reviewed, and recommendations developed in Phase II of the Universal Access Plan development process.

XIII BUDGET (Phase II)

September 2008

A budget proposal for implementing the College's Universal Access Plan will be developed in Phase II.

XIV APPENDIX

September 2008

A. Lessons Learned from ADA/504 Settlement Agreements

B. Sunderland Hall ADA Architectural Barrier Removal Plan

C. Kelly/Lang Complex ADA Architectural Barrier Removal Plan

D. Middlebury Library ADA Architectural Barrier Removal Plan

ADA/504 Higher Education Settlement Agreement Comparison

Mary F. Thomas — For Middlebury College Access Committee
5/30/2008 — Kessler McGuinness & Associates

US DoJ Settlement	
D	Duke University
M	Milliken University
UC	University of Chicago
CC	Colorado College
SW	Swarthmore College

US DoE/OCR Settlement	
SC	Springfield College
CCC	Cedar Crest College

Issues		D 2000	M 2002	UC 2006	CC 2006	SW 2007	SC 2005	CCC 2005
Alternative to barrier removal (program access)								
	Use of transportation vs. renovation/construction of routes						x	x
	Assignments of aides and beneficiaries						x	x
	Home visits						x	x
	Relocation						x	x
	Use of buzzer system		x					
	Free laundry service in lieu of retrofitting laundry rm				x			
	Develop computer program providing graphics & textual description of museum exhibits		x					
Assistive Listening Devices (ALDs)								
	4%	x	x					
	2%			x	x	x		
	Signage	x		x	x			
Auto door openers								
	When exceeding 8 lbf	x						
	When maneuvering clearance infeasible	x						
Auxiliary aids		x	x					
Cane detectable barriers		x						
	At protruding objects	x				x		
Circulation paths								
	Among accessible buildings	x	x	x	x			
	Grates						x	x
	To athletic fields, lawns, quads						x	x

Issues		D 2000	M 2002	UC 2006	CC 2006	SW 2007	SC 2005	CCC 2005
	Obstruction removal					x	x	x
	Tactile warnings at unlocked hazardous locations						x	x
	Width	x		x		x		
	Passing space	x		x				
	Headroom	x		x	x	x		
	Surface textures	x		x				
	Slope	x		x	x	x	x	x
	Change in level	x	x	x	x	x	x	x
	Floor surfaces	x		x				
	Interior			x	x			
	From public drop off points			x		x		
	From parking areas			x		x	x	x
	Protruding objects	x			x	x		
	Pathway to programs						x	x
	In vehicular traffic					x		
Civil penalties		x						
Coat check area			x					
Coat hooks			x			x		
	Reach ranges		x			x		
Complaint-based								
	DOJ	x	x					
	DOE		x					
	HUD		x					
Computer stations								
	Access to laptops in lieu of accessible computer desks						x	x
	Heights		x					
Contractor accountability				x				
Controls & operating mechanisms		x				x	x	x
	Pencil sharpeners, light switches, ATM						x	x
Counters								
	Sales and Service	x				x		
	Signage	x						
	Heights	x			x	x		
	Clear floor space	x				x		
Curb ramps								
	Stable, firm and slip resistant	x	x			x		
	Install ramp	x	x					
	No change in level		x			x		
	Cross slope					x		
	Request that City install			x				
Doors								
	Entrances-bldg.	x	x	x	x	x	x	x
	Entrances-room	x	x	x	x	x		
	Egress routes	x		x	x			
	Pressure 8lbf	x						
	Pressure 5 lbf		x	x		x	x	x

Issues		D 2000	M 2002	UC 2006	CC 2006	SW 2007	SC 2005	CCC 2005
	Automatic opener	x						
	Maneuvering clearances	x	x	x	x	x	x	x
	Double leaf-clear width	x				x		
	Thresholds	x	x	x	x	x		
	Hardware	x	x	x	x	x	x	x
	No turnstiles	x						
	Clear width	x	x	x		x	x	x
	Signage	x	x	x	x	x		
Elevators								
	Controls	x		x		x	x	x
	Cab size exemption	x						
	Install		x	x		x		
	If key operated then key must be available		x					
	Operational during all times that bldg. is open						x	x
	Auditory signals						x	x
Entrances								
	Clearance/Width	x			x	x		
	1 non-service	x						
	Signage	x		x		x		
	At front of building						x	x
	Threshold		x	x		x		
Fire Alarm System	Audible & visual	x			x	x	x	x
Facility Assessment Matrix				x				
Food service/dining								
	Clear width	x			x			
	Tray slides	x				x		
	50% within reach range	x						
	Counters	x			x	x		
	Tables	x			x			
	Dirty dish return		x					
Furniture								
	Tables, work surfaces						x	x
Housing								
	Toilet rms at least 2 or 1 unisex	x						
	Survey all compliant residential units				x			
	Survey 1/3 of non-complaint residential units				x			
	50% of rooms on accessible floors must have accessible entrance	x						
	Entrance	x		x				
	Visitor toilet rm - if provided			x		x		
	Signage	x	x					
	Grab bars	x					x	x
	Swing free hinges	x						
	Showers	x			x	x		
	Public & common spaces	x		x	x	x	x	x

Issues		D 2000	M 2002	UC 2006	CC 2006	SW 2007	SC 2005	CCC 2005
	Roll-in showers	x						
	2% rms accessible	x						
	3 % rms accessible			x	x	x		
	5 % rms accessible						x	x
	Distributed throughout campus	x				x	x	x
	Dispersed as negotiated			x	x	x		
	On various floors	x			x			
	Choice of sizes	x			x		x	x
	Choice of types	x			x		x	x
	Choice of amenities	x			x		x	x
	Bathrooms entrances within inaccessible rms to be enlarged per request		x					
	Reasonable # of housing facilities to have entrance, common area, toilet rm (all if provided) to be used by visitor with disability			x	x			
	Window mechanisms						x	x
Handrails		x				x	x	x
Interaction between university and city				x				
Kitchens							x	x
Labs								
	Eye wash						x	x
	Operable mechanisms						x	x
	Counters						x	x
	Fire blanket						x	x
Library								
	Carrels - 5%	x						
	Stacks				x	x		
	Tables	x			x			
Lifts								
	Pool	x						
	Transportation vehicles			x				
	Install			x		x		
Locker rooms								
	Access to	x				x	x	x
	Player areas	x						
	Seating	x				x		
	Showers	x				x		
	Wall mounted hair dryer		x			x	x	x
	Mirror		x					
	Lockers	x						
	Hooks					x	x	x
Maintenance								
	Operable working conditions of facilities features and equipment			x				
	Transportation vehicles			x				

Issues		D 2000	M 2002	UC 2006	CC 2006	SW 2007	SC 2005	CCC 2005
Map								
	Continually update	x						
	Reasonably update		x					
	Info updated regularly - not necessarily map			x	x		x	x
Methodology								
	Architectural firm (external)			x				
	Compliance Officer for duration of agreement			x	x	x		
	Facility Assessment Matrix			x				
	Interaction between university and city			x				
	Comprehensive Physical Access Plan to be approved by Agency			x	x	x	x	x
	Transitional Plan, including time schedule						x	x
	Potential U.S. District Court enforcement			x	x	x		
	Two additional employees to be hired			x	x	x		
	Surveys	x		x	x	x		
	Training (staff)			x	x	x		
	Meet with DOJ w/in 1 year			x				
	Provide architectural drawings upon request		x	x				
	Mediation potential			x	x	x		
	Public review and comment solicitation (Physical Access Plan)			x	x	x		
	Board of Trustee approval			x				
	Capital Operating Budget implications			x				
	Right to renegotiate	x		x	x			
New construction & alterations accountability		x	x	x	x		x	x
Violation of new construction standards (alleged)				x	x			
Notification kits		x						
Parking								
	By lot	x					x	x
	By facility			x	x			
	Signage	x		x		x	x	x
	Striping	x					x	x
	Employees	x						
	Students	x						
	Visitors	x						
	Restricted/unrestricted	x		x				

Issues		D 2000	M 2002	UC 2006	CC 2006	SW 2007	SC 2005	CCC 2005
	Access aisle	x	x	x		x	x	x
	Cross slope	x	x	x		x		
	Van access	x		x				
	Width	x	x	x		x		
	Accessible route from parking	x		x	x		x	x
	Accessible approaches			x	x		x	x
Path of travel		x		x		x	x	x
Policies & procedures								
	Classroom Relocation	x				x	x	x
	Program Relocation	x		x	x	x	x	x
	Housing selection	x				x	x	x
	Installing horn strobes prn	x				x		
	Physical Access Plan			x		x	x	x
	Facility Assessment Matrix			x				
	Doors to all accessible routes to remain open during normal operating hrs						x	x
	Access to outdoor facilities						x	x
	Access to transportation						x	x
	Redesign of specialized equipment						x	x
	Access to alternative formats						x	x
	Disability services & facilities access		x				x	x
	Emergency evacuation plan			x	x	x	x	x
	Request for assistive listening devices			x	x	x		
	Use of consortium = discrimination						x	x
Progress reports								
	Within 30 days of deadlines	x						
	Within 90 days of deadlines		x					
	Six month intervals			x			x	x
	Annual projection for next year			x				
	Use of digital photos			x	x	x		
	Annual report				x	x		
Ramps								
	Edge protection	x					x	x
	Cross slope	x			x	x	x	x
	Slope 1:12	x	x		x	x	x	x
	Landings		x			x	x	x
	Threshold/Change in level	x	x					
	Handrails/both sides	x	x		x	x	x	x
	Surface		x				x	x

Issues		D 2000	M 2002	UC 2006	CC 2006	SW 2007	SC 2005	CCC 2005
	Curb ramps at public rights of ways			x		x		
	Free of debris	x						
Reasonable time extensions		x		x				
Remedial timeframes								
	6 years				x			
	5 years	x						
	5 years		x					
	4 years			x		x		
	Potential mediation at 2 years			x				
	Public comments, available to DOJ within 30 days of request			x	x			
Restrooms/toilet rms								
	On each flr of each bldg with toilet rooms	x					x	x
	At least one in each building						x	x
	Thresholds						x	x
	Stalls - 56-59"						x	x
	Door width						x	x
	Toilet seats				x	x	x	x
	Toilets center @ 18 "				x	x	x	x
	One on accessible level			x		x		
	Signage	x	x	x		x	x	x
	Faucet	x	x	x			x	x
	Insulated pipes	x	x	x		x	x	x
	Paper towel dispenser	x	x	x		x	x	x
	Grab bars	x	x	x		x	x	x
	Maneuvering space		x		x	x	x	x
	Mirror	x	x	x		x	x	x
	Shelving Height						x	x
	Wall-mounted hair dryer		x			x		
	60" wide accessible toilet stall		x			x		
	Sink	x	x				x	x
	At least 1 urinal w/lower rim		x			x	x	x
	Knee and clear floor space under lavatory	x	x	x	x	x	x	x
	Conversion to accessible unisex or standard stall	x	x		x	x		
	Hardware (door)					x	x	x
	Toilet paper dispenser					x	x	x
Retroactive compliance for facilities constructed or altered (ADAAG 1993-06)				x	x			
Retroactive compliance for facilities constructed or altered (UFAS 1/18/1991)							x	x
Restaurant/cafes		x						
Seating								
	Auditorium> 300	x	x	x	x			

Issues		D 2000	M 2002	UC 2006	CC 2006	SW 2007	SC 2005	CCC 2005
	Auditorium < 300	x	x	x	x			
	1% aisle with removable or folding arm rests & marker	x		x				
	Classrooms				x			
	Wheelchair seating	x	x	x	x	x	x	x
	Companion	x	x	x		x		
	More than 1 location	x	x					
	Line of sight	x		x				
	Booths		x					
	Tables	x	x					
	Picnic areas		x					
	Pool event wheelchair bleacher seating		x					
	At all fixed seating tiered locations		x					
	Signage	x						
Shelving							x	x
Showers								
	Accessible seat	x	x			x	x	x
	Roll-in (1/3 of all showers)	x	x			x		
	Grab bar	x	x			x		
	Transfer or roll-in		x					
	Signage	x						
	Hand held shower/seat/tub		x					
	Threshold						x	x
	Controls						x	x
Signage								
	Exterior (directional)	x	x	x		x	x	x
	Interior (directional)	x		x		x		
	Permanent rm (Braille)	x	x	x	x	x	x	x
	Seating availability	x		x				
	Location of accessible entrance	x	x	x	x		x	x
	Location of accessible toilet rooms			x	x	x		
	Eliminate erroneous "accessible" designation		x					
Sinks								
	Faucet control						x	x
	Clear floor space						x	x
	Knee clearance						x	x
Stage Access		x	x		x	x	x	x
ADAAG Standards		x	x	x	x	x		
UFAS Standards							x	x
Surveys								
	All facilities, 1st flr	x						
	Upper floor access	x						
	Upper flrs if served by elevator			x				

Issues		D 2000	M 2002	UC 2006	CC 2006	SW 2007	SC 2005	CCC 2005
	New construction for deviations			x		x		
	Open use facilities			x		x		
	Parking	x		x				
	Accessible routes from parking	x		x				
	Water fountain (if provided) on accessible level	x		x		x		
	Toilet rms or unisex	x		x				
	Public phones (if provided) on accessible level			x				
	Permanent rm signage	x		x				
	Elevators/lifts	x		x				
	Seating in classrooms or auditoriums, etc	x		x		x		
	Exterior circulation routes	x		x				
Telephones								
	Public	x				x	x	x
	Public (if offered)		x	x	x			
	Emergency	x						
Terminology								
	Readily achievable	x	x	x	x	x		
	Readily accessible						x	x
	Maximum extent feasible	x	x	x		x		
	Maps - continually update	x				x		
	Website - continually update					x		
	Maps - reasonable update		x					
	Accessibility information - Updated regularly			x				
	Minimally accessible buildings	x						
	Public-use facility		x					
	Existing limited-use facilities or portions			x				
	Open-use facilities			x				
	Open-access facilities				x	x		
Training for staff				x		x		
Transportation		x		x				
	Fixed routes and demand response	x		x			x	x
	Must be accessible if > 16 passengers & provided after Aug. 25, 1992			x				
	Must ensure equivalent level of service if < 16 passengers & provided after Aug. 25, 1992			x				
	To off campus dorms			x				
	Curb ramps to bus stops	x						
	Within campus boundaries							
	Continually update bus schedule	x					x	x
Vending machines		x				x		

Issues		D 2000	M 2002	UC 2006	CC 2006	SW 2007	SC 2005	CCC 2005
Upper floor access to programs		x	x	x	x	x	x	x
Urinal			x					
	48 " clear floor spaces	x	x				x	x
	In each minimally access bldg	x	x					
	Controls						x	x
	One at standard height		x			x		
Water fountains		x	x	x				
	One in each accessible bldg.	x						
	One in each accessible bldg if provided		x	x	x			
	Use of disposable cup dispenser		x					
	One at standard height		x			x		
	One on each accessible floor						x	x

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Middlebury College
Sunderland Language Center
ADA Architectural Barrier Removal Plan

Academic
25,131 sq ft.
Built: 1965

Full Barrier Removal: $577,475

504 Program Access &ADA Readily Achievable: $519,510

September 2008

UNIVERSAL ACCESS BARRIER REMOVAL
Sunderland Hall: Budget Estimates $519,510

September 2008

The following summarizes the pro-active barrier removal recommendations for compliance with the ADA's 'readily achievable' and 504's 'program access' requirements.

The barrier removal elements are based on the *Access Issues* Report developed in 2007, and on current barrier removal costs in KMA's data base.

1 ENTRANCES $15,000

Program Access:

1. *Modify handrails/extend lower rail.*
2. *Replace threshold.*
3. *Install automatic door opener to open both doors simultaneously. This will mitigate the landing, door weight, and door width.*

Readily Achievable Barrier Removal:

1. *Same*

2 INTERIOR STAIRS -0-

Program Access:

1. *N/C – assumes that elevator is working.*

Readily Achievable Barrier Removal:

1. *N/C – assumes that elevator is working.*

3 ELEVATOR $327,000

Program Access:

1. *Modify elevator so that it works as a combined service/passenger elevator. It should be unlocked and independently operable to public floors.*

Readily Achievable Barrier Removal:

1. *TBD.*

4 AUDITORIUM VESTIBULE $25,800

Program Access:

1. *Relocate one set of doors to allow min. 48" + width of doors.*

Readily Achievable Barrier Removal:

1. *Same.*

5 LISTENING LAB CLEAR DOOR OPENING & THRESHOLD $5,000

Program Access:

1. *Widen at least one listening lab door if the current door provides <30" clear opening. If not feasible, provide an alternate, accessible location in Sunderland for a listening lab.*

Readily Achievable Barrier Removal:

1. *Same.*

6 DOOR HARDWARE $6,000

Program Access:

1. *Provide lever hardware on all classroom, lab, toilet, and other public spaces. Assume that faculty will open office door, as needed.*

Readily Achievable Barrier Removal:

1. *Same.*

7 CLEAR MANEUVERING SPACE AT DOORS $40,000

Program Access:

1. *Modify doors to provide CMS <u>if they are >3" too small in any direction (ADAAG Fig. 25).</u>*
   a. *SDL01*
   b. *SDL04*
   c. *SDL19 (possibly)*
   d. *SDL07*
   e. *SDL111*
   f. *SDL117 or 118*
   g. *SDL121*
   h. *SDL214 – assuming this is the accessible, single-user toilet room (now labeled as a Men's S/U)*

Readily Achievable Barrier Removal:

1. *Same.*

8 DOOR WEIGHT $5,000

Program Access:

1. *Replace or adjust closers so that they require <5lbf to operate. (Est. = 10 replaced)*
2. *Develop maintenance protocols to maintain pressure <lbf.*

Readily Achievable Barrier Removal:

1. *Same.*

9 SINGLE USER TOILET ROOM(S) $15,000

Program Access:

1. *Modify the 2nd floor, Men's single-user toilet room (SDL214) to be M/F single-user and fully accessible. Add signage at other toilet rooms identifying the location of the accessible toilet room. If this is not feasible. Provide an accessible, single-user M/F toilet room.*

Readily Achievable Barrier Removal:

1. *Same*

10 MULTI-USER TOILET ROOMS $440

Program Access

1. *Add signage to accessible toilet room.*

RABR

1. *Same.*

11 VISUAL ALARMS $8,100

Program Access:

1. *If possible, replace red visual alarm covers with clear or nominal white covers. (Est. = 10)*
2. *Add visual alarms in all spaces where a student or visitor might be alone – labs, toilet rooms, work rooms, etc. (Est. = 10)*

Readily Achievable Barrier Removal:

1. *Same.*

12 DRINKING FOUNTAINS $8,500

Program Access:

1. *Install hi-lo drinking fountain with the bottom edge of the lower fountain at 27" AFF.*

Readily Achievable Barrier Removal:

1. *Same.*

13 PROTRUDING OBJECTS -0-

Program Access:

1. *Raise the projector to provide a clearance as close to 80" AFF as possible.*

Readily Achievable Barrier Removal:

1. *Same.*

SIGNAGE **$12,320**

Program Access:

14
1. *Add tactile/Braille signage for all rooms with numbers or 'names', toilet rooms, and exits (non-directional). (Est. = 56)*

Readily Achievable Barrier Removal:

1. *Same.*

15 CONTROLS & MECHANISMS **-0-**

Program Access:

1. *N/C*

Readily Achievable Barrier Removal:

1. *Lower microwave shelf.*

16 TELEPHONES **$850**

Program Access:

1. *Relocate/lower emergency phone so that it is within accessible reach ranges and has a 30" X 48" clear floor space adjacent to it.*

Readily Achievable Barrier Removal:

1. *Same.*

17 CLASSROOMS **$20,300**

Program Access:

1. *Provide an accessible table in the computer lab.*
2. *Provide accessible seating in SDL110.*
3. *Relocate programs requiring wheelchair access to the front of SDL110 to an accessible location.*
4. *Relocate programs offered in the inaccessible classroom SDL201 to an accessible location.*
5. *Develop a protocol for requesting reassignment of a program to a different space.*
6.

Readily Achievable Barrier Removal:

1. *Same*

18 THEATER/STAGE **$30,200**

Program Access:

1. *Provide wheelchair and companion seating.*
2. *Provide 1% armless seats.*
3. *Relocate programs requiring wheelchair accessibility to the stage.*
4. *Provide signage re: availability of Assistive Listening System and how to access it.*

Readily Achievable Barrier Removal:

1. Same.

19 EGRESS -0-

Program Access:

1. Develop an emergency evacuation plan for people who cannot use stairs in an emergency.

Readily Achievable Barrier Removal:

1. Same.

TOTAL $519,510

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Middlebury College
Kelly/Lang Complex

ADA Architectural Barrier Removal Plan

Dormitory
28,297 sq ft.
Renovated After 1993

Full Barrier Removal: $248,145

504 Program Access & ADA Alteration Standard: $59,309 - $218,715

September 2008

UNIVERSAL ACCESS BARRIER REMOVAL
Kelly/Lang Complex: Budget Estimates $59,309 - $218,715

September 2008

The following summarizes the pro-active barrier removal recommendations for compliance with 504's 'program access' requirements and the ADA's 'alteration standard' requirements.

The barrier removal elements are based on the *Access Issues* Report developed in 2007 as part of the Master Plan. Barrier removal costs were estimated by A.M. Fogerty & Associates with the exception of PARKING costs, which come from KMA's in-house database.

Additional study will be required to determine actual costs for all recommended barrier removal.

1 PARKING $15,860

Program Access:

1. *Re-grade parking spaces.*
2. *Provide signage for 'van accessible' parking space.*
3. *Distribute 'accessible' spaces to serve the Lang Hall accessible entrance.*

Alteration Standard Barrier Removal:

1. *Same*

2 ENTRANCES $13,150

Program Access:

1. *Install automatic door openers on the accessible entrances.*

Alteration Standard Barrier Removal:

1. *Same.*

3 ELEVATOR $1,096

Program Access:

1. *Install accessible hardware on the elevator call box.*

Alteration Standard Barrier Removal:

1. *Same.*

4

ACCESSIBLE PATH **-0-**

Program Access:

1. TBD.

Alteration Standard Barrier Removal:

1. Same.

5 INTERIOR RAMP **$9,935**

Program Access:

1. Modify handrails..

Alteration Standard Barrier Removal:

1. Same.

6 CLEAR MANEUVERING SPACE AT DOORS **$29,222**

Program Access:

1. Increase the maneuvering space around doors or install automatic door openers.

Alteration Standard Barrier Removal:

1. Same.

7 INTERIOR THRESHOLDS **$2,922**

Program Access:

1. Bevel all abrupt thresholds.

Alteration Standard Barrier Removal:

1. Same.

8 DOOR WEIGHT **$25,569**

Program Access:

1. Modify door closers or install automatic door openers.

Alteration Standard Barrier Removal:

1. Same.

9 MULTI-USER TOILET ROOMS **$28,932**

Program Access:

1. Modify toilet room(s) to be fully accessible.

Alteration Standard Barrier Removal:

1. Install an accessible single-user, M/F toilet room.

10 SIGNAGE $12,401

Program Access

1. *Install high contrast, visual and tactile/Braille signs on the wall adjacent to the latch side of each door.*

Alteration Standard Barrier Removal:

1. *Same.*

11 CONTROLS AND OPERATING MECHANISMS $7,305

Program Access:

1. *Provide accessible controls at an accessible reach range on laundry machines.*

Alteration Standard Barrier Removal:

1. *Same.*

13 SHOWERS/BATHING ROOMS $65,748

Program Access:

1. *Modify shower room(s) to provide accessible facilities.*

Alteration Standard Barrier Removal:

1. *Same.*

14 EGRESS $6,575

Program Access:

1. *Install an automatic door opener on egress door.*

Alteration Standard Barrier Removal:

1. *Same.*

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Middlebury College
Middlebury Library

ADA Architectural Barrier Removal Plan

Academic/Administrative
145,000 sq ft.
Built:2004

Full Barrier Removal: $255,221

New Construction Standard: $174,745 - $255,221

September 2008

UNIVERSAL ACCESS BARRIER REMOVAL
Middlebury Library: Budget Estimates $174,745 - 255,221

September 2008

The following summarizes the pro-active barrier removal recommendations for compliance with the ADA's 'new construction' requirements. The barrier removal elements are based on the *Access Issues* Report developed in 2007 and barrier removal costs were estimated by A.M. Fogarty & Associates. Additional study will be required to determine actual costs for all recommended barrier removal.

1 PARKING $0 - $80,476

New Construction Standard:

1. *Provide an accessible path from parking area to accessible entrances.*

2 EXTERIOR ACCESSIBLE ROUTE $56,105

New Construction Standard:

1. *Install hand rails on all slopes exceeding 5%. Level any points where the path changes direction. Further review is required to provide accessible parking near the main entrance.*

3 ENTRANCES -0-

New Construction Standard:

1. *Either the rear entrance should remain open at all hours that the library is open, or accessible parking should be provided close to the front entrance.*

4 ELEVATOR $1,096

New Construction Standard:

1. *Install accessible handles on the emergency phone door.*

5 TRANSACTION/CHECK-OUT COUNTERS $7,305

New Construction Standard:

1. *Install a lower accessible counter.*

6 CLEAR MANEUVERING SPACE AT DOORS $25,569

New Construction Standard:

1. *Enlarge door maneuvering spaces or install automatic door openers. Additional study required to determine the number of openers required (Allowance: 5)*

7 DOOR OPENING FORCE $25,569

New Construction Standard:

1. *Remove or adjust door closers where possible, or install automatic door openers to operate heavy doors. Additional study required to determine the number of closers to be adjusted and/or the number of openers required (Allowance: 5).*

8 SINGLE-USER TOILET ROOMS $219

New Construction Standard:

1. *Relocate toilet paper dispensers below the side grab bars.*

9 MULTI-USER TOILET ROOMS $438

New Construction Standard:

1. *Relocate toilet paper dispensers below the side grab bars.*

10 DRINKING FOUNTAINS $27,760

New Construction Standard:

1. *Install hi-lo drinking fountains at all drinking stations.*

11 SIGNAGE $21,186

New Construction Standard:

1. *Install tactile/Braille signs at stair case entrances directing to the elevators. Relocate incorrectly placed signs so that they are on the latch side of the door.*

12 CONTROLS AND OPERATING MECHANISMS $7,305

New Construction Standard:

1. *Install lower accessible sinks and counters.*

13 CAFETERIA $2,192

New Construction Standard:

1. *Add accessible seating in the dining area.*

14 EGRESS -0-

New Construction Standard:

1. *Provide an equal number of accessible means of egress as required for egress for the general public. Develop a written egress plan with specific procedures for evacuating people who could not leave the building independently.*

TOTAL $174,745 - $255,221